

## **BORP Participant Code of Conduct**

BORP requires that all BORP affiliates conduct themselves in a safe and respectful manner to help maintain a fun, inclusive, safe and comfortable environment during all programming, events, and communications related to BORP.

All BORP affiliates including staff, instructors, coaches, participants, personal care attendants, and family and friends of participants must read and adhere to the Code of Conduct.

All participants must:

- Treat each other with respect and consideration. All forms of harassment are prohibited. Harassment is any conduct where a person feels it interferes with work and learning or creates an offensive environment. This includes but is not limited to the following: obscene gestures, physical contact, use of profanity, display or circulation of written materials or pictures derogatory to gender, race, color, religion, creed, sexual orientation, national origin, ancestry, age, disability, political beliefs, appearance, or ethnicity.
- Abuse or neglect of any type will not be tolerated and is cause for immediate dismissal. Abuse includes physical, sexual, verbal, or psychological harassment.
- Show respect and care for other BORP participants, staff, and volunteers, BORP equipment/property, and others' personal property.
- Not be under the influence of any non-medicinal substance that impairs their ability to safely participate in program activities.
- Respect the rules and regulations of any facility or establishment where any BORP programming takes place.
- Be responsible for all personal effects including valuables and medications. BORP is not responsible for any personal effects.

- Maintain ultimate responsibility for their own health and disability needs, as well as their general well-being.

Failure to comply with the expectations and requirements established in this document may result in disciplinary action, up to and including short-term or long-term dismissal from BORP Programs and Events.

## **Enforcement & Reporting Policy**

### **Reporting Violations**

Any coach or program leader who observes or suspects conduct that may constitute a violation of this Code of Conduct is required to report the matter promptly (within two weeks) to a BORP staff member. Anyone is allowed to submit reports – the reporter does not need to be a coach or program leader. Reports should describe the incident. Include approximate time, location, and people involved.

Reports can be made anonymously. People making reports can fill out BORP's [Sport Protection Reporting Form](#). Alternatively, send reports to BORP's Incident Review Official, Molly Bloom - [molly@borp.org](mailto:molly@borp.org), 510-225-7041, or BORP's main contact - [info@borp.org](mailto:info@borp.org), or 510-849-4663. If you call, please leave a message with your name and callback number and a staff person will return your call.

Reports will be reviewed in a timely manner and addressed in accordance with BORP's policies and procedures. Reports will be handled as confidentially as possible, consistent with the need to investigate and take appropriate corrective action. Retaliation against any individual who, in good faith, makes a report or participates in an investigation is strictly prohibited.

### **Consequences of Violations**

Failure to comply with the expectations and requirements outlined in this

Code of Conduct may result in disciplinary action. Disciplinary measures will be determined collaboratively by program leadership in consultation with BORP staff and may include, but are not limited to:

- Verbal or written warnings
- Temporary suspension from specific activities or programs
- Removal from events, trips, or programming in progress
- Long-term suspension or permanent dismissal from BORP programs, events, and facilities
- Termination of volunteer, leadership, or staff roles, where applicable
- Notification of parents/guardians (if applicable)
- Referral to law enforcement or other authorities in cases involving suspected abuse, illegal activity, or threats to safety

In cases involving serious, dangerous, or unlawful behavior, program leadership and BORP staff reserve the right to take immediate action, including removal from a program or event, to ensure the safety of all participants.